

Income, Salaries and Wages

Northumberland 2019

Northumberland Knowledge Research Report

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web. <https://www.northumberland.gov.uk/Northumberland-Knowledge-and-JSNA.aspx>

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1 Introduction

This report provides a summary of the latest income and earnings data available at local, regional and national level and gives an indication of salary levels by sector.

Information on household income, employer salaries, wages and earnings can be obtained from a number of different sources and can be analysed from a household, resident or employer perspective.

This report provides information from the following sources:

Gross Disposable Household Income (GDHI) – Estimates of the amount of money that individuals in the household sector have available for spending or saving after income distribution measures such as taxes. Data is for regions, sub-regions and local areas but does not go below Northumberland County level.

CACI Paycheck – Estimates of household income at postcode level, based on government data sources, lifestyle surveys and guarantee card returns.

Annual Survey of Hours and Earnings (ASHE) – One of the largest surveys of the earnings of UK individuals, ASHE provides information about the levels, distribution and make-up of earnings and hours worked for employees in all industries and occupations. Data is supplied at electoral district, county, regional and national levels and can be analysed on either a residence or workplace basis.

Sector Salary Surveys – Recruitment organisations and some membership bodies conduct annual salary surveys covering a range of sectors. The surveys tend to report at national level, but some contain regional variations.

2 Household Income

Much research and policy is centred upon household income, consequently there are numerous data sources which attempt to quantify or estimate approximate levels of income for households and residents of the UK. Data at small geographical level is difficult to obtain and has large confidence intervals as the data has to be estimated from sample data.

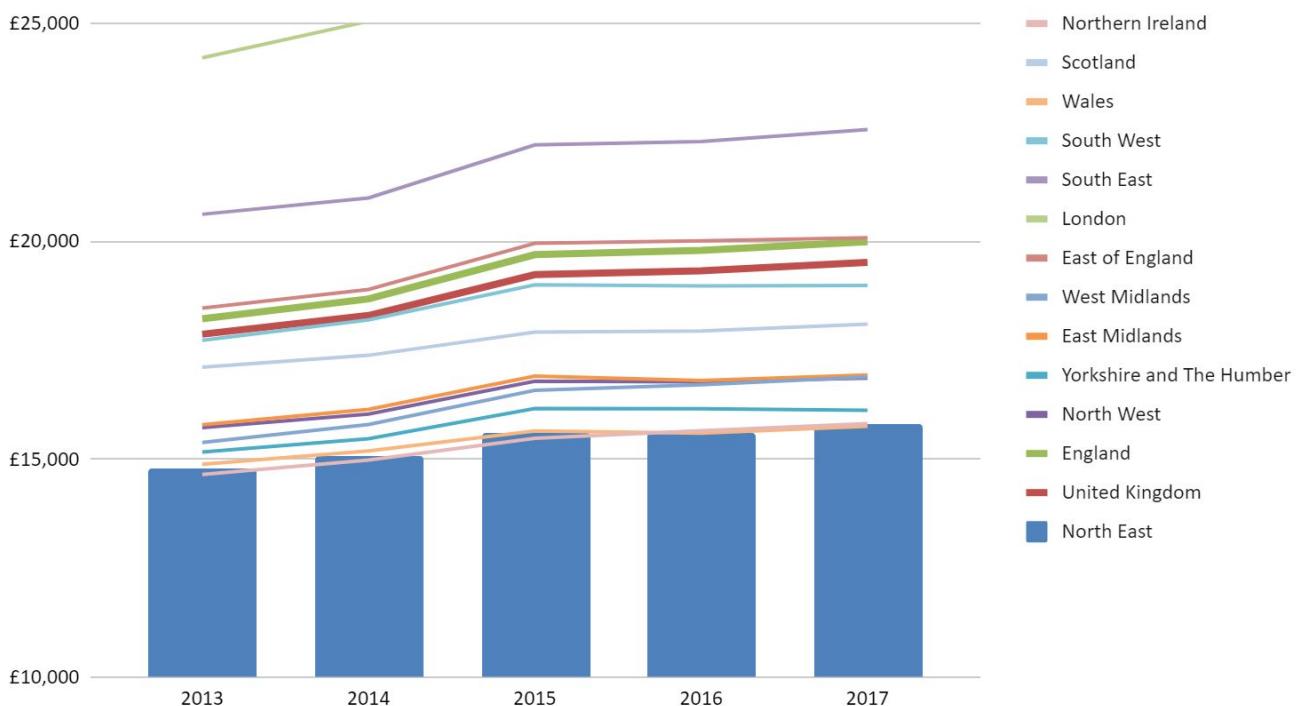
2.1 Gross Disposable Household Income

Gross Disposable Household Income (GDHI) is the amount of money that individuals have available for spending and includes income from wages, salaries (including self-employment), pensions and property. It is a good indicator of economic well-being and is based upon where a person lives (household) as opposed to where they work. GDHI is not available below Northumberland County level. GDHI per head is influenced by productivity and labour market outcomes. Additionally, household income depends on public policy such as taxation and on sources of income apart from work including social transfers. The components of GDHI reflect these outcomes and give an insight into the differences in GDHI per head between and within regions.

The North East region, along with Northern Ireland, tends to have the lowest GDHI per head, the latest average for the North East is £15,809 (2017). The UK average is £19,514 and the highest region was London at £27,825. The following chart illustrates the ranking of GDHI per head over the last 5 years; note that the North East was lowest for the last two years having previously edged above Northern Ireland.

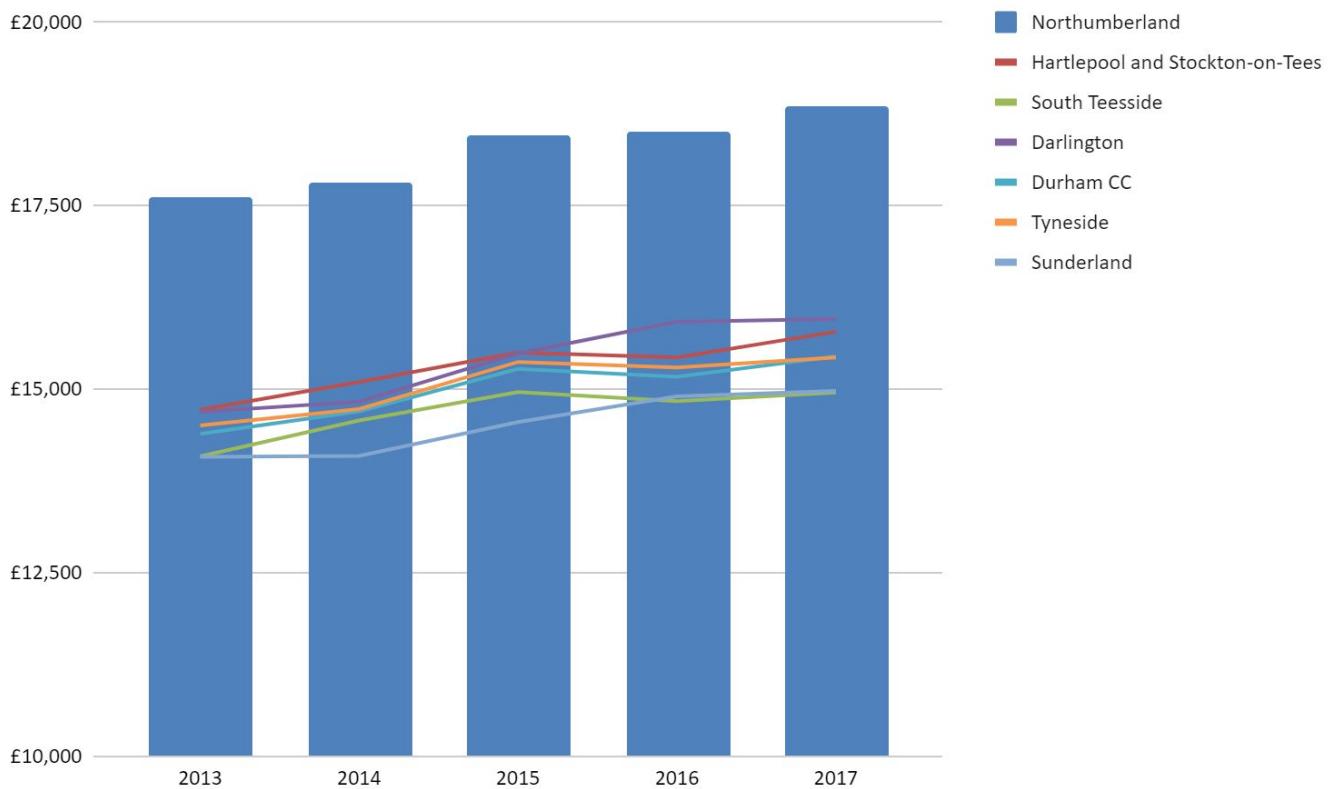
Figure 1: Regional GDHI per Head (£) 2013-2017

*Data excludes London over £25k



Below regional level, Northumberland's GDHI per head is consistently the highest in the North East at £18,855. The lowest in the North East LEP area is Sunderland at £14,976 and the lowest in the North East region as a whole is South Teesside at £14,955. The following chart illustrates changes over time in the last 5 years; Northumberland has remained significantly higher throughout this time.

Figure 2: North East GDHI per Head (£) 2013-2017



Factors which may contribute to Northumberland's higher GDHI include commuting to work and relatively low unemployment rate when compared to other parts of the North East region.

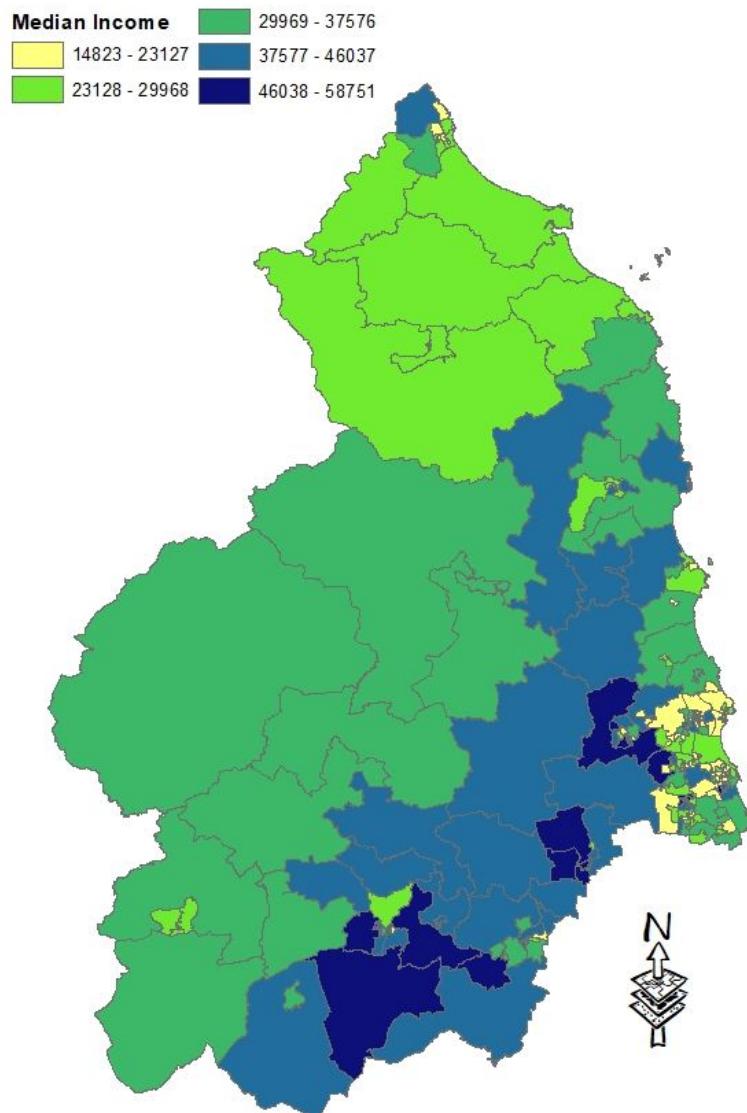
Examining incomes at County level obscures the more diverse local picture.

2.2 CACI Paycheck

[CACI Paycheck \(© CACI Limited 1996 – 2019\)](#) provides one of the lowest geographical levels of household income estimates – at postcode level. For the purposes of this research report, the data has been re-worked to a higher geographical level (LSOAs and Wards) and grouped into income bands in order to give the best indication possible of income levels for smaller areas of Northumberland. It should be noted that, in published reports on income, median earnings, rather than the mean will generally be used. The median is the value below which 50% of employees fall. It is preferred over the mean for earnings data as it is influenced less by extreme values and the skewed distribution of earnings data.

The following map illustrates the distribution of median incomes in the county; The pockets of yellow contain some of the lowest median incomes in the county, some are below £15k per household per annum. The ward containing the LSOA with the lowest median income is College in Ashington.

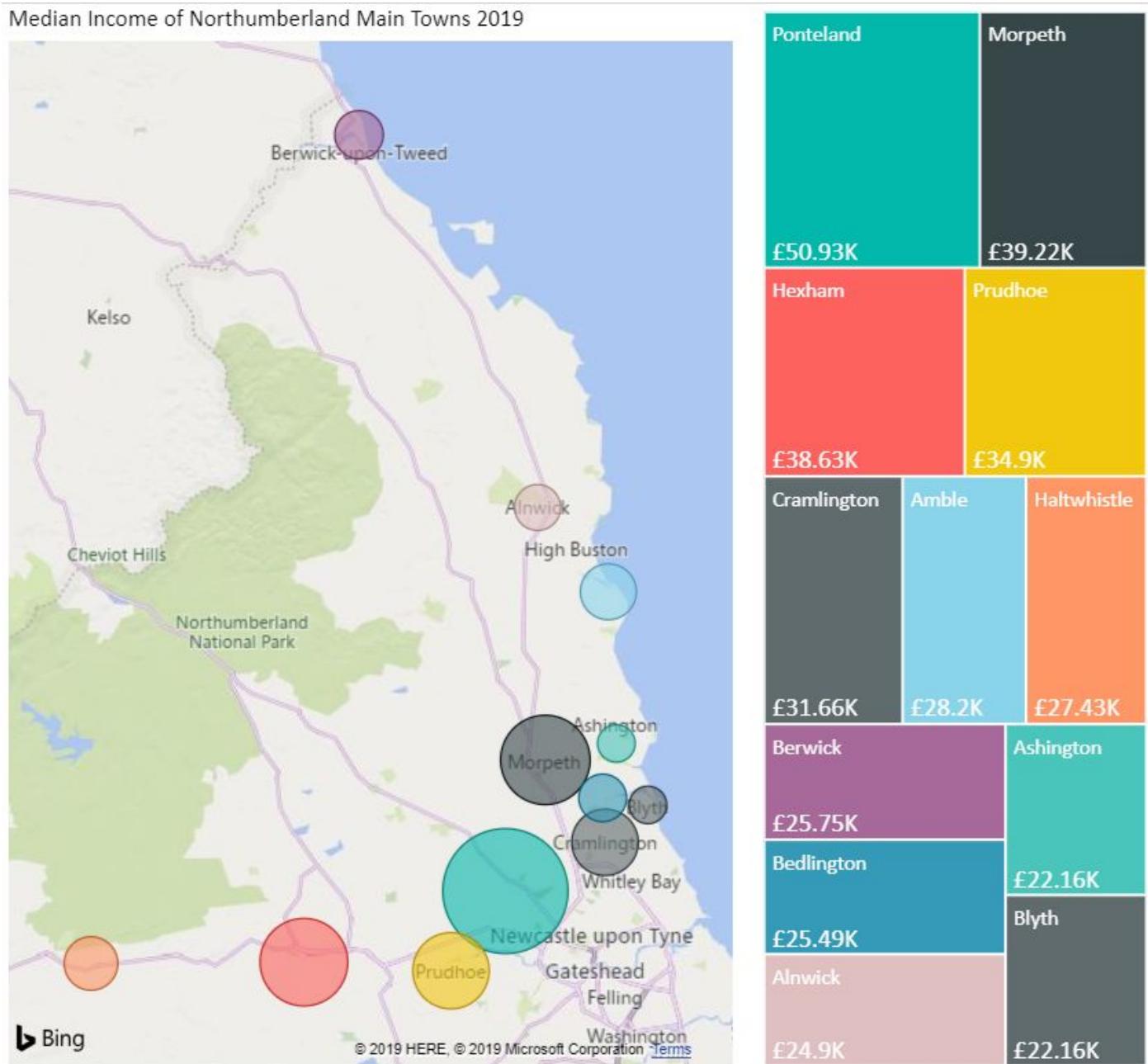
Figure 3: Northumberland Median Income by LSOA 2019 (Source data:© CACI Limited 1996 – 2019)



The areas in dark blue contain some of the highest median incomes in the county, upwards of £46k per household per annum. The ward containing the LSOA with the highest median income is Ponteland West.

In terms of rural and urban classifications, the median income of Northumberland's **rural** wards currently stands at £33,313 compared with £28,992 for the **urban** wards. Northumberland's main towns display a significant contrast in their median incomes - Ponteland being more than double that of Ashington, Blyth and Alnwick.

Figure 4: Northumberland Median Income by Main Town 2019 (Source data: © CACI Limited 1996 – 2019)



In the last 12 months, only Blyth has seen a slight increase in income levels, all other Towns have experienced decline, as has Northumberland as a whole (median income for the County was £30,829 in 2018 compared to £30,550 in 2019) - this does not reflect the positive growth at both regional and national levels over the same period.

3 Salaries and Wages

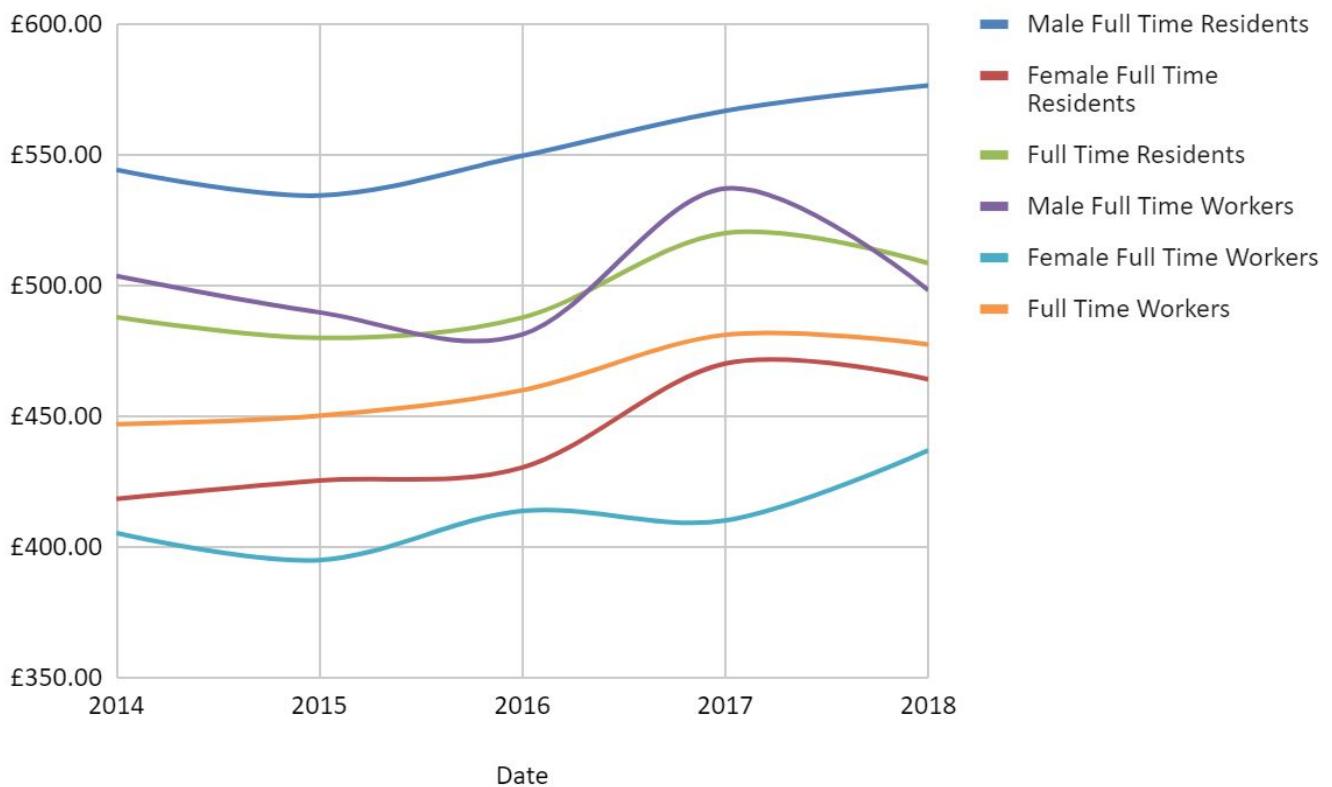
The main difference between salary and hourly wage is that salaries are a fixed upon payment agreed to by both the employer and employee. Wages, on the other hand, may vary depending on hours worked and performance.

3.1 Annual Survey of Hours and Earnings

The [Annual Survey of Hours and Earnings \(ASHE\)](#) published by the Office for National Statistics (ONS) is based on analysis of 1% of employee jobs taken from HM Revenue and Customs PAYE records. ASHE can provide an indication of how pay compares nationally, how salaries vary according to type of job, public versus private sector wages and how salaries have changed over time. Furthermore, at lower geographical level, analysis can be carried out based upon where a person lives (resident analysis) or where a person works (workplace analysis). ASHE is the ONS' most detailed and comprehensive source of earnings data.

Latest ASHE data (2018) indicates that a resident of Northumberland County will typically earn a median gross weekly salary of £508.60, irrespective of the location of their employers. An employer in Northumberland will typically pay a median gross weekly salary of £477.50. The following chart displays records from the last 5 years and also shows the difference between typical male and female earnings during this time.

Figure 5: Northumberland Median Gross Weekly Earnings and gender 2014-18



Overall Northumberland's residents' salaries have declined most recently, from a peak of £520.10 in 2017 to £508.60 in 2018 (a fall of 2.2%), however growth was more than 3 times the national average between 2016 and 2017 . This

contrasts sharply with the national picture, median full-time weekly earnings increased 3.5% when compared to 2017. (Source: Employee Earnings in the UK: 2018 , ONS, October 2018).

3.2 Minimum and Living Wage

The Government's National Minimum Wage was introduced in 1999 and the National Living Wage was introduced in 2016.

Currently, as of April 2019, a worker aged 25 and over, and not in the first year of an apprenticeship, is legally entitled to at least the National Living Wage of £8.21 per hour. A worker aged under 25, or an apprentice, is legally entitled to at least the National Minimum Wage (Apprentice; £3.90, Under 18; £4.35, 18-20; £6.15, 21-24; £7.70). The rates change every April.

The Living Wage Foundation champions the Real Living Wage which is independently calculated based on what people need to get by. All employers that can afford to do so are encouraged to ensure their employees earn a wage that meets the costs of living, not just the government minimum, hence these rates are higher and include a separate rate for those living in London. The real UK Living Wage is currently £9.00 per hour.

ONS has issued user requested data on "[Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018](#)" (using Living Wage Foundation rates). Although ad hoc, the data gives an indication of the number or proportion of people earning less than the real living wage (at 2017-18) for each local authority. Rates used were £8.45 in 2017 and £8.75 in 2018.

In 2018, Northumberland featured in the bottom 11% of Local Authorities; a third of employee jobs had hourly pay below the real living wage. Below County level, the parliamentary constituency of Berwick Upon Tweed fared the worst with almost 40% of all employee jobs below the real living wage. As might be expected, part-time workers are the lowest paid - in 2018, 57.4% of Northumberland's male, part-time employee jobs and 52.1% of Northumberland's female, part-time employee jobs were paid below the real living wage. A summary table follows:

Figure 6: Proportion of employee jobs with hourly pay below the real living wage 2018

% earning below Living Wage Foundation rates (x denotes unreliable data)	2018 (rate £8.75)	England	North East	Northumberland	Berwick upon Tweed PC	Blyth Valley PC	Hexham PC	Wansbeck PC
	All employees	22.9	25.3	33.2	37.6	31.3	33.9	31.2
	All male	17.7	19.2	24.1	x	x	x	x
	All female	28.1	30.7	41.3	44.3	49.1	35.2	37.8
	Full time	14.8	16	19.6	x	x	x	x
	Part time	43.9	48.1	53.3	55	57.8	50.5	50.1
	Male full time	12.7	13.9	15.9	x	x	x	x
	Female full time	1.8	18.7	26.1	x	x	x	x
	Male part time	47.8	52.8	57.4	x	x	x	x
Female part time	42.5	46.8	52.1	59.3	62.9	39.3	46.2	

Northumberland County Council adopted a minimum hourly pay rate of £9.00 per hour and £17,364 per annum for all employees in April 2019. The implementation of the new revised pay structure made the “Northumberland Living Wage” supplement introduced in 2015 to increase hourly salaries to a minimum of £7.85 per hour obsolete.

3.3 Gender Pay Gap

Gender pay gap - As a result of 2017 government legislation, organisations with 250 employees or more had to report on their gender pay gap by 30 March 2018. From then on, they are required to do so every year. The gender pay gap is the percentage difference between men's and women's median hourly earnings, across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job. Differences in pay between women and men by age, region, full-time and part-time, and occupation is compiled from the Annual Survey of Hours and Earnings (ASHE).

Male residents in Northumberland have consistently earned the highest median gross weekly salary over the last 5 years ranging from £544.30 in 2014 to £576.60 in 2018 (an increase of 5.9%).

Females who work, but don't necessarily live in Northumberland consistently earn the lowest median gross weekly salary, ranging from £405.30 in 2014 to £437.00 in 2018 (an increase of 7.8%).

The gender pay gap (which is the difference between men's and women's median **hourly** earnings as a percentage of men's earnings) has reduced slightly, however currently it is higher than national averages for those employed in the county (all employees) but lower than national averages for our full-time workers and residents.

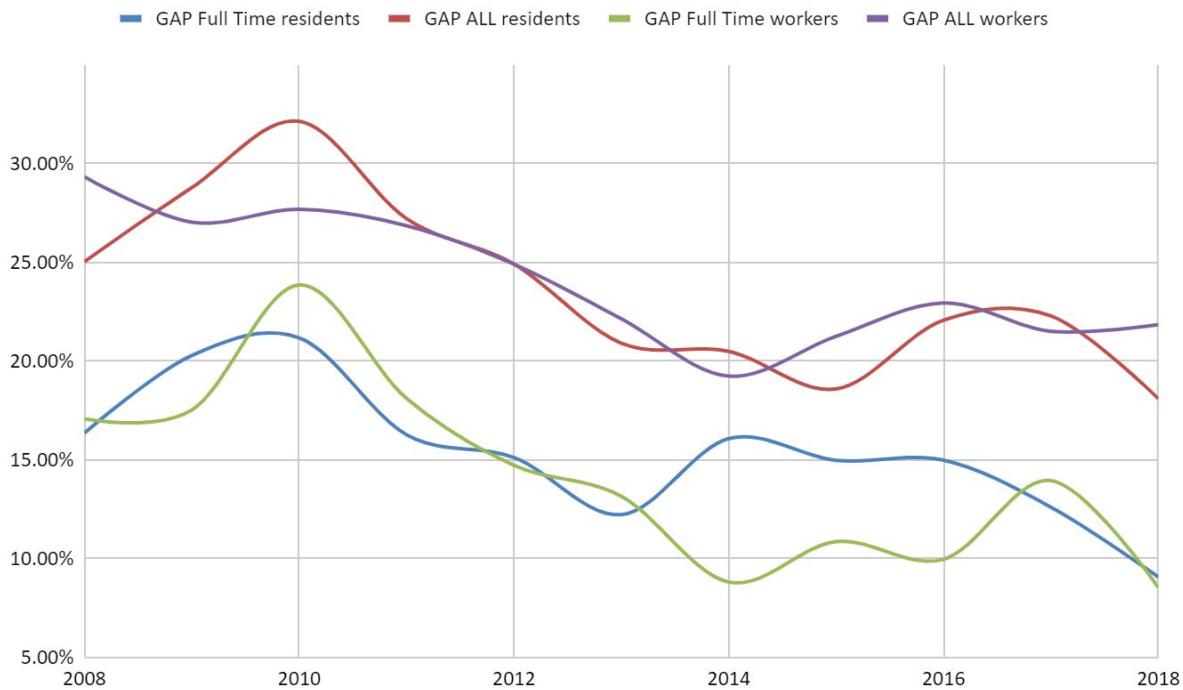
Figure 7: Gender Pay Gap 2018

Hourly pay gap	Residents		Workers		
	ASHE 2018	Northumberland	England	Northumberland	England
Full time		9.06%	10.17%	8.53%	10.24%
All employees		18.10%	19.36%	21.85%	19.50%

The gap amongst all employees is higher and is driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs: [Gender Pay Gap in the UK:2018, ONS](#))

Locally, the pay gap has fallen to 8.5% for those employed (full-time only) in Northumberland and just above 9% for those living in Northumberland. For all employees, it is 21.85% for workers and 18.1% for residents.

Figure 8: Gender Pay Gap for those living and/or working in Northumberland 2008-18

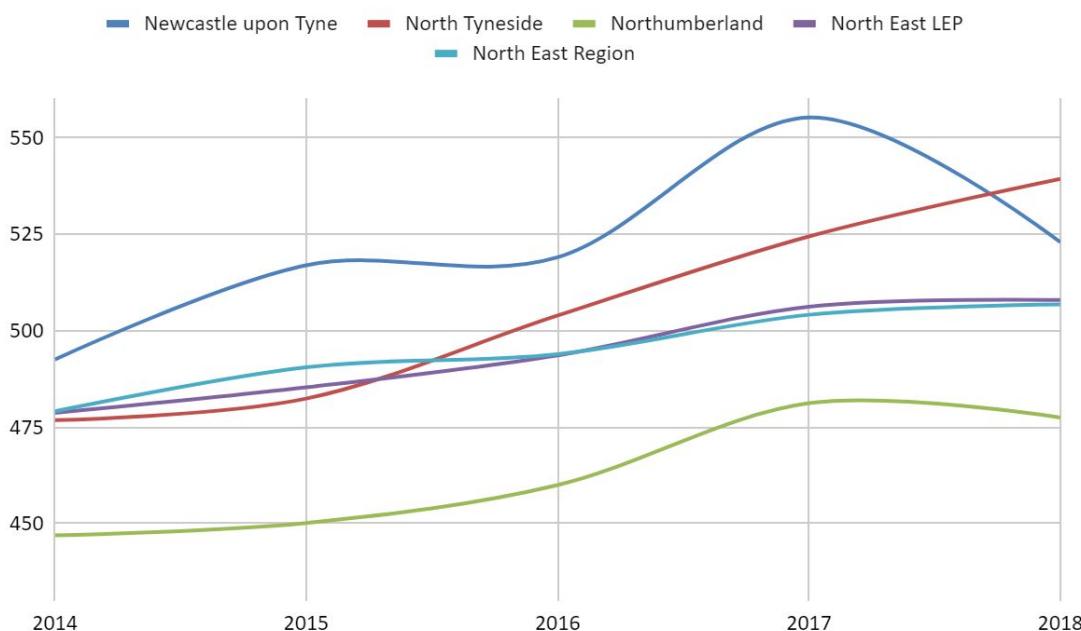


A total of 24 Northumberland organisations have submitted data each year (2017-2019), on average, women occupy around 45% of the highest paid jobs and 55% of the lowest paid jobs, however this masks considerable differences across different types of organisation; see section 3.5 for further information.

3.4 Location of work

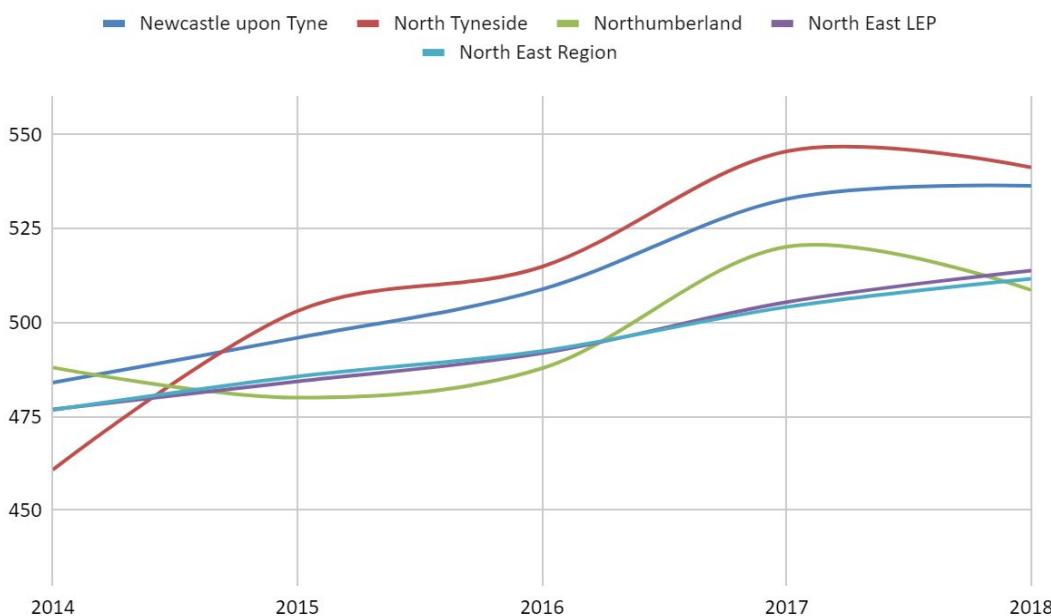
To place Northumberland in context it is important to compare salary levels across relevant areas within the North East, hence the following two charts display the Combined Authority councils, the North East LEP and how they compare with the regional average for gross weekly salary. As previously mentioned, when looking at smaller geographical areas it is useful to distinguish between the workplace and residence based analyses because people often cross administrative boundaries for employment – a fact which has particularly significant impact in more rural areas.

Figure 9: North East CA and LEP Gross Weekly Salary (Workplace Based) 2014-18



From an employer perspective Northumberland salaries remain substantially lower than its regional counterparts, despite a brief period of uplift, the gap in earnings remains significant. The picture is very different when viewed from a residents' perspective, reflecting the likelihood that Northumberland's residents travel to work in other parts of the region and possibly further afield.

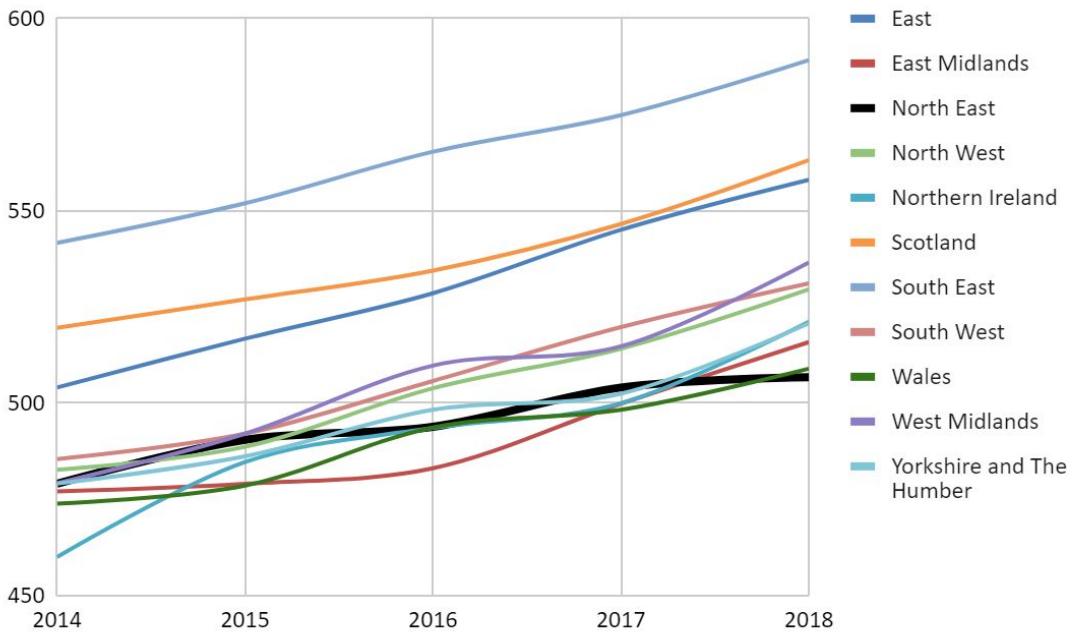
Figure 10: North East CA and LEP Gross Weekly Salary (Residence Based) 2014-18



The North East of England has some of the lowest paying workplaces in the Country, most recently around £507. Northern Ireland, Wales and the East Midlands have each slumped to the bottom of the earnings chart over the last 5 years. The chart below illustrates the national picture on a workplace basis, but excludes London.

Figure 11: UK Median Gross Weekly Salary (Workplace Based) 2014-18

* excluding London (values from £660 to £713)



3.5 Type of work

In addition to location, the type of job and the industry in which a person works also has significant impact on salary or wage levels. The ASHE sampling process means that occupation or industry breakdowns are only available at national and regional levels. Although unavailable at lower geographical levels, this data can be combined with intelligence on Northumberland's employers from the Business Register and Employment Survey (BRES, ONS) to give an indication of the likely salary levels relating to those sectors present in the County or with the Annual Population Survey (APS, ONS) to give an indication of the number of residents in each occupation group in the County.

The following table, produced by combining ASHE regional North East data and Northumberland specific BRES data from the same year, displays the earnings for all full-time employee jobs in major industry groups in the North East in 2018. BRES does not include agricultural labour data, which is significant to Northumberland's labour force, consequently figures have been supplemented with data from [DEFRA's June Agricultural Survey](#) (DEFRA 2017).

Figure 12: Median Gross Weekly Earnings (full-time employee jobs) by Major Industry Group, North East 2018 and Northumberland Employees, BRES 2018

	£ per week North East	Employees Northumberland
All industries and services	506.8	106,300*
Agriculture, forestry and fishing	418.9	5,300*
Mining and quarrying	777.4 [#]	300
Manufacturing	600.7	12,000
Electricity, gas, steam and air conditioning supply	569.6	300
Water supply; sewerage, waste management and remediation activities	537.0	1,750
Construction	542.6	6,000
Wholesale and retail trade; repair of motor vehicles and motorcycles	429.9	16,000
Transportation and storage	507.0	3,500
Accommodation and food service activities	359.4	10,000
Information and Communication	554.3	1,250
Financial and insurance activities	509.5	900
Real estate activities	496.9	1,750
Professional, scientific and technical activities	574.9	4,000
Administrative and support service activities	457.6	6,000
Public administration and defence; compulsory social security	568.3	3,000
Education	534.0	9,000
Human health and social work activities	488.5	19,000
Arts, entertainment and recreation	391.6	3,000
Other service activities	406.3	2,500

*BRES 2018 and DEFRA June Agricultural Survey 2017

[#]regional estimate unreliable, UK figure

The mining and quarrying sector displays the highest median gross earnings at £777 per week. The lowest is the accommodation and food services sector at £359 per week. Northumberland's strongest sectors, in terms of number of employees tend to be those in the lower than average earnings bracket, i.e. Health (£489) which accounts for almost 18% of employees, Wholesale and Retail (£430) which accounts for just over 15% of employees, Accommodation (£359) which accounts for 9% of employees. Only Manufacturing (£601) pushes up this low earnings trend slightly for 11% of employees.

The next table, combining both ASHE regional data and Northumberland APS statistics, gives an indication of the median salary levels earned in Northumberland by type of job.

Figure 13: Median Full-Time Gross Weekly Earnings by Major Occupation Group, North East 2018 and Northumberland Residents, APS 2018/19

	£ per week North East	Residents Northumberland
All employees	506.8	142,700
1 - Managers, directors and senior officials	715.7	13,300
2 - Professional occupations	693.1	29,500
3 - Associate professional and technical occupations	563.9	16,500
4 - Administrative and secretarial occupations	398.0	13,500
5 - Skilled trades occupations	512.9	21,900
6 - Caring, leisure and other service occupations	361.9	12,500
7 - Sales and customer service occupations	361.4	10,500
8 - Process, plant and machine operatives	508.4	8,400
9 - Elementary occupations	387.8	16,600

Northumberland's strongest Occupation group is Professional Occupations which has a regional median full-time weekly salary level of £693 and accounts for just over a fifth of residents' occupations. The highest earnings group was Managers, Directors and Senior Officials at £716, accounting for 9% of resident's occupations. Sales and Customer Service Occupations were the lowest paid major group at £361, which accounted for approximately 7% of resident's occupations.

The North East has a well-documented reliance on public sector employment and Northumberland has above average employment in the sector. The following table provides regional median full-time gross weekly earnings by public and private sectors over the last 5 years from ASHE alongside figures from the APS showing number of persons employed in Northumberland's public sector and as a per-cent of all persons in employment.

Figure 14: Median Full-Time Gross Weekly Earnings by public and private sectors, North East 2014-18 and Northumberland Residents, APS 2014-18

Year	£ per week Public sector	Private	Northumberland	Northumberland
		sector	Public sector	Private sector
2014	523.8	460.0	36,000 (25%)	107,800 (75%)
2015	540.1	469.2	37,100 (26%)	106,900 (74%)
2016	535.2	478.5	32,300 (23%)	108,500 (77%)
2017	537.6	491.3	35,000 (25%)	107,900 (75%)
2018	550.9	493.5	33,700 (24%)	105,600 (75%)

Median full-time gross weekly earnings in the public sector tend to be higher than those in the private sector. ONS points out that these differences in weekly earnings do not reveal differences in rates of pay for comparable jobs however because the composition of the public and private sectors is very different. ONS gives the example that "many of the lowest paid occupations, such as bar and restaurant staff, hairdressers, elementary sales occupations and cashiers, exist primarily in the private sector, while there are a large proportion of graduate-level and professional occupations in the public sector."

4 Sector Salary Surveys

In addition to the national datasets and surveys already discussed, recruitment organisations and some sectors carry out their own salary reviews which can provide a useful insight into salary levels for some of the key sectors in the County and give a more “on the ground” impression of industry trends. Furthermore, most jobsearch sites provide salary checkers derived from the roles and locations of advertised posts and companies such as [Paydata Ltd](#) (a reward management consultancy that provides salary benchmarking services) give up to the minute information from the job marketplace.

[Indeed](#) is recognised as one of the top UK jobsearch sites. Using the industrial growth opportunity sectors identified in Northumberland as a guide, a random jobsearch was carried out to provide a snapshot of the advertised salaries in each field. Results were as follows:

Energy, Offshore, Subsea	£50-60k	Healthcare	£15-40k
Life Sciences	£25-45k	Advanced Manufacturing	£32.5-51.2K
Tourism and Culture	£15.1-45k	Agri-Tech	£33.5-45k

A note about the agriculture industry: [Agricultural workers rights](#): Agricultural workers in England must be paid at least the [National Minimum Wage](#). Workers employed before the [rules changed on 1 October 2013](#) still have the right to the Agricultural Minimum Wage if it says so in their contract.

[Hays UK Salary Guide](#) provides evidence from a survey of almost 17,500 employers and employees across the UK. In its most recent issue it states that “Although we have seen an overall average salary increase of 1.8% across the UK, a lack of salary increases is creating salary dissatisfaction and it is generally only jobs in areas of skills shortages that have seen significant increases.”

Figure 15: Hays UK Salary Guide sector summary 2019

Sector	e.g. of lowest salary and role	e.g. of highest salary and role
Accountancy and finance	£16k Clerk	£210k Director
Construction and property	£16.5k Graduate	£120 Director
Digital Technology, IT and telecoms	£17k Junior Web Developer	£100k Data Architect
Engineering and manufacturing	£15k Junior CAD Technician	£90k Director
Human resources	£15k HR Assistant/Administrator	£160k Corporate Director
Insurance	£18k Underwriting Assistant	£354k Partner
Legal and company secretarial	£13k Trainee Legal Executive	£110k 10+ years PQE
Life Sciences	£18k Assistant	£275k Chief Medical Officer
Marketing	£16k Assistant	£150k Director
Office Support	£13.5k Inbound Sales and Service	£70k Executive Assistant

Procurement and supply chain	£16k Assistant Buyer	£150k Director
Retail	£15k Admin Assistant/Trainee	£120k Head of Buying/Merchandise

The [Robert Walters Salary Survey](#) covers similar areas but also provides a global overview to enable international benchmarking where necessary. It notes that “In comparison to the previous year, we saw salaries rise faster in 2018, but on the whole increases were not significant unless professionals were working in a market short of qualified professionals, such as technology or compliance.” This reiterates the trend already alluded to. The report details a narrower range of salaries but the higher end earnings and England regional variations are broadly similar to the Hays report. Of particular note are the comments on Europe: “The European recruitment market went from strength to strength in 2018. Overall hiring levels were high, underpinned by a growing economy, increased investor confidence in the eurozone and UK-based roles transferring to the region due to Brexit, all of which led to businesses aggressively hiring new talent...Europe is expected to continue its strong economic growth in 2019, resulting in a favourable recruitment market with confidence remaining high among professionals and employers.”

Michael Page is a multi-sector recruitment company which conducts sector specific salary research. Their Engineering and Manufacturing salary and skills guide provides an overview of the employment trends in the sector, market insight and salary levels. Regional trends in the sector are also highlighted.

The guide states that the median advertised salary in the sector is £34,500. Maintenance Engineers and Technicians, Design Engineers and Production Supervisors are amongst those in particularly high demand. The following table summarises these key areas and salary ranges, and are specific to the North and Midlands area of the country.

Figure 16: Engineering and Manufacturing Salary Ranges, Michael Page Salary Guide 2019

	Low	Average	High
Maintenance Engineer	£30k	£38k	£45k
Design Engineer	£32.5k	£42k	£47.5k
Maintenance Technician	£31k	£34k	£37.5k
Production Supervisor	£28k	£35k	£37.5k
Executive/Gen Manager	£75k	£90k	£120k

The guide can be found here in full: [2019 salary and skills guide - Michael Page](#)

The Food and Drink sector can be reviewed from two different perspectives, manufacturing and hospitality. The former is a component of the highly valuable manufacturing sector with roles covering salary ranges from £18k for a Food Technologist to in excess of £85k for an operations manager (data taken from [b3 jobs food manufacturing salary survey](#)) . The latter, employs over 8 times as many people in Northumberland as the manufacturing aspect and has been on the increase in recent years rather than the manufacturing decline. Recruitment agencies such as [Caterer.com](#) provide a ‘salary checker’ function detailing salary ranges and average salaries for various roles such as Pub Managers, Chefs, and Housekeepers etc. Berkeley Scott, which operates at the high-end hospitality market and represents boutique hotels and independent venues, published a salary survey based on operations in 2018 which gave some regional salary variations. The following table gives a flavour of the more prominent roles in this high turnover sector.

Figure 17: Food and Drink (Hospitality) Salary Ranges 2018

	UK-wide	North
Hotel Manager	£35-200k	£35-120k
Pub Manager	£23.5-50k	£28-45k
Head Chef	£26-80k	£26-65k
Head Housekeeper	£18-55k	£18-40k
Head Waiter	£13-24k	£13-19k

The full Berkeley Scott survey is downloadable here: [2019 Hospitality & Leisure Salary Survey | Berkeley Scott](#)

Executive Summary

In 2017, the North East region had the lowest GDHI per head at £15,809. The UK average was £19,514 and the highest region was London at £27,825. Northumberland's GDHI per head is actually the highest in the North East at £18,855.

Northumberland's median income levels range from £14,823 to £58,751 at LSOA level. College Ward in Ashington is estimated to have the lowest median household income in the County and Ponteland West is estimated to have the highest.

The median income of Northumberland's **rural** wards currently stands at £33,313 compared with £28,992 for the **urban** wards.

Northumberland's main towns display a significant contrast in their median incomes - Ponteland (£50,930) being more than double that of Ashington (£22,160), Blyth (£22,160) and Alnwick (£24,900).

The Annual Survey of Hours and Earnings (ASHE) reveals that the North East area of England has some of the lowest paying workplaces in the Country most recently at £507 (£26k per annum). The latest data (2018-19) indicates that a resident of Northumberland County will typically earn a median gross weekly salary of £508.60 (£27.5k per annum), irrespective of the location of their employers. An employer in Northumberland will typically pay a median gross weekly salary of £477.50 (£25k pa). Northumberland's residents' salaries have declined most recently, from an all time peak of £520.10 pw in 2017 to £508.60 in 2018 (a fall of 2%).

The Living Wage Foundation champions the Real Living Wage which is independently calculated based on what people need to get by. The real UK Living Wage is currently £9.00 per hour. In 2018, Northumberland featured in the bottom 11% of Local Authorities; a third of employee jobs had hourly pay below the real living wage. Below County level, the parliamentary constituency of Berwick Upon Tweed fared the worst with almost 40% of all employee jobs below the real living wage. As might be expected, part-time workers are the lowest paid - in 2018, 57.4% of Northumberland's male, part-time employee jobs and 52.1% of Northumberland's female, part-time employee jobs were paid below the real living wage.

The gender pay gap in Northumberland has reduced overall, however it is currently higher than national averages for those working in the county (all employees) but lower than national averages for our full-time workers and residents. For full-time roles the pay gap has fallen to 8.5% for those employed in Northumberland and just above 9% for those living in Northumberland. For all roles, it is 21.85% for workers and 18.1% for residents.

Male residents in Northumberland have consistently earned the highest median gross weekly salary over the last 5 years ranging from £544.30 in 2014 to £576.60 in 2018 (an increase of 5.9%).

Females who work, but don't necessarily live in Northumberland consistently earn the lowest median gross weekly salary, ranging from £405.30 in 2014 to £437.00 in 2018 (an increase of 7.8%).

From an employer perspective Northumberland salaries remain substantially lower than its regional counterparts, despite a brief period of uplift, the gap in earnings remains significant. The picture is very different when viewed from a residents' perspective, reflecting the likelihood that Northumberland's residents travel to work in other parts of the region and possibly further afield.

The mining and quarrying sector displays the highest median gross earnings at £777 per week. The lowest is the accommodation and food services sector at £359 per week. Northumberland's strongest sectors, in terms of number of employees tend to be those in the lower than average earnings bracket, i.e. Health (£489) which accounts

for almost 18% of employees, Wholesale and Retail (£430) which accounts for just over 15% of employees, Accommodation (£359) which accounts for 9% of employees. Only Manufacturing (£601) pushes up this low earnings trend slightly for 11% of employees.

Northumberland's strongest Occupation group is Professional Occupations which has a regional median full-time weekly salary level of £693 and accounts for just over a fifth of residents' occupations. The highest earnings group was Managers, Directors and Senior Officials at £716, accounting for 9% of resident's occupations. Sales and Customer Service Occupations were the lowest paid major group at £361, which accounted for approximately 7% of resident's occupations.

In addition to the national datasets and surveys, recruitment organisations and some sectors carry out their own salary reviews which can provide a useful insight into salary levels for some of the key sectors in the County and give a more "on the ground" impression of industry trends. Furthermore, most jobsearch sites provide salary checkers derived from the roles and locations of advertised posts and companies these give up to the minute information from the rapidly changing job marketplace.